		Currey Joh Title	% With Position	# Incumbents	wtd.	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus
	L	Survey Job Title	FUSITION	Tricumberits	Average	average	IOW	percentile	percentile	percentile	High	Donus	bollus
1	Radford	CEO - CORPORATE		128		\$343,900	\$211,300	\$292,500	\$338,300	\$389,300	\$483,700	77%	39%
	UC	President	100%	8	\$311,625	\$311,625	\$253,600	\$273,550	\$298,150	\$352,225	\$390,000	0%	
	PRI	President	100%	10	\$362,314	\$362,314	\$220,000	\$303,125	\$357,367	\$425,000	\$528,350	20%	29%
121R	Radford	SENIOR RESEARCH EXECUTIVE		28		\$197,500	\$147,200	\$175,800	\$194,700	\$216,900	\$259,400	100%	20%
	UC	Vice President, Research	75%	6	\$199,250	\$199,250	\$149,000	\$185,050	\$193,100	\$211,725	\$260,000	0%	
	PRI	Vice President, Research	60%	8	\$299,304	\$300,594	\$215,000	\$246,380	\$294,111	\$306,984	\$458,598	33%	24%
900	Radford	CFO/SENIOR FINANCIAL EXECUTIVE		102		\$224,200	\$145,200	\$200,000	\$225,000	\$249,100	\$287,800	80%	25%
	UC	Vice President, Finance / Admin	75%	8	\$202,238	\$198,650	\$138,600	\$185,775	\$193,450	\$208,250	\$270,000	0%	
	PRI	Vice President, Finance / Admin	90%	11	\$217,545	\$227,555	\$140,000	\$182,496	\$225,000	\$260,000	\$313,500	22%	24%
830	Radford	SENIOR MARKETING EXECUTIVE		22		\$204,700	\$142,300	\$190,000	\$199,500	\$234,900	\$258,500	82%	25%
	UC	Vice President, Marketing	25%	2	\$152,950	\$152,950	\$147,900	\$150,425	\$152,950	\$155,475	\$158,000	0%	
	PRI	Vice President, Marketing	0%	0									
960	Radford	SENIOR LEGAL COUNSEL		46		\$228,700	\$174,900	\$199,600	\$225,000	\$251,400	\$293,200	76%	25%
	UC	General Counsel	38%	3	\$171,233	\$171,233	\$150,400	\$161,500	\$172,600	\$181,650	\$190,700	0%	
	PRI	General Counsel	20%	2	\$225,000	\$225,000	\$160,000	\$192,500	\$225,000	\$257,500	\$290,000	50%	36%

			% With	#	wtd.			25th	50th	75th		% with	average
		Survey Job Title	Position	Incumbents	Average	average	low	percentile	percentile	percentile	high	Bonus	bonus
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1065	Radford	SCIENTIFIC MANAGEMENT 5		57	\$179,456	\$177,448	\$151,905	\$165,724	\$176,798	\$191,513	\$215,260	79%	20%
1064	Radford	SCIENTIFIC MANAGEMENT 4		195	\$150,798	\$149,341	\$118,170	\$137,904	\$149,665	\$163,400	\$185,554	82%	20%
1063	Radford	SCIENTIFIC MANAGEMENT 3		211	\$124,594	\$124,691	\$101,921	\$114,300	\$122,808	\$134,477	\$153,668	84%	15%
	UC	Director, Research	13%	1	\$199,955	\$199,955	\$199,955	\$199,955	\$199,955	\$199,955	\$199,955	0%	
	PRI	Director, Research	40%	14	\$171,947	\$158,905	\$120,996	\$138,249	\$154,471	\$175,127	\$205,684	0%	
9054	Radford	HUMAN RESOURCES MANAGEMENT 4		72	\$143,240	\$139,334	\$106,858	\$132,822	\$145,943	\$153,828	\$174,100	86%	20%
9053	Radford	HUMAN RESOURCES MANAGEMENT 3		54	\$118,336	\$112,485	\$93,809	\$108,355	\$117,129	\$130,000	\$142,028	83%	15%
	UC	Director, HR	100%	8	\$141,090	\$141,090	\$118,824	\$120,898	\$139,750	\$158,775	\$167,900	0%	
	PRI	Director, HR	90%	9	\$115,593	\$115,593	\$76,000	\$87,890	\$100,000	\$103,824	\$249,600	11%	38%
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8064	Radford	MARKET RESEARCH MANAGEMENT 4		11	\$155,844	\$159,706	\$0	\$144,200	\$154,071	\$161,024	\$0	100%	23%
8063	Radford	MARKET RESEARCH MANAGEMENT 3		11	\$127,342	\$125,430	\$0	\$118,000	\$121,000	\$142,578	\$0	91%	15%
	UC	Director, Marketing	38%	4	\$106,049	\$104,533	\$80,000	\$95,299	\$110,598	\$116,799	\$123,000	0%	
	PRI	Director, Marketing	10%	1	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000	0%	
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9144	Radford	PATENT ATTORNEY 4		42	\$184,035	\$185,519	\$143,602	\$165,990	\$179,538	\$200,002	\$232,150	90%	20%
9143	Radford	PATENT ATTORNEY 3		23	\$166,706	\$162,700	\$134,647	\$150,000	\$169,512	\$182,980	\$197,940	87%	20%
	UC	Deputy Campus Counsel	38%	4	\$134,076	\$132,717	\$125,000	\$130,000	\$135,000	\$136,576	\$138,151	0%	
	PRI	Legal Counsel	10%	2	\$160,740	\$160,740	\$160,740	\$160,740	\$160,740	\$160,740	\$160,740	0%	

		% With	#	wtd.			25th	50th	75th		% with	average
	Survey Job Title	Position	Incumbents	Average	average	low	percentile	percentile	percentile	high	Bonus	bonus
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5022 Radford	REGULATORY AFFAIRS MANAGEMENT 2		66	\$94,423	\$93,795	\$79,188	\$87,846	\$95,004	\$100,348	\$112,438	89%	11%
5021 Radford	REGULATORY AFFAIRS MANAGEMENT 1		6	\$66,911	\$66,911	\$0	\$55,095	\$68,100	\$77,023	\$0	67%	0%
UC	Manager, Regulatory Affairs	0%	0									
PRI	Manager, Regulatory Affairs	20%	2	\$92,170	\$92,170	\$82,000	\$87,085	\$92,170	\$97,255	\$102,340	0%	
4062 Radford	CLINICAL RESEARCH MANAGEMENT 2		69	\$102,925	\$102,285	\$84,000	\$97,516	\$104,830	\$111,552	\$117,202	84%	10%
4061 Radford	BIOSTATISTICIAN MANAGEMENT 4		21	\$168,551	\$168,789	\$146,210	\$155,172	\$162,961	\$183,626	\$201,360	100%	17%
UC	Manager, Clinical Sciences Liaison	0%	0									
PRI	Manager, Clinical Sciences Liaison	10%	1	\$74,500	\$74,500	\$74,500	\$74,500	\$74,500	\$74,500	\$74,500	0%	
8062 Radford	MARKET RESEARCH MANAGEMENT 2		8	\$95,052	\$95,052	\$0	\$90,576	\$95,290	\$101,052	\$0	100%	10%
UC	Manager, Marketing Communication	25%	2	\$71,300	\$71,300	\$60,000	\$65,650	\$71,300	\$76,950	\$82,600	0%	
PRI	Manager, Marketing Communication	20%	2	\$73,568	\$73,568	\$67,600	\$70,584	\$73,568	\$76,552	\$79,536	0%	
8072 Radford	PRODUCT MARKETING MANAGEMENT 2		51	\$102,518	\$101,095	\$79,106	\$91,802	\$102,000	\$114,700	\$124,602	84%	10%
8071 Radford	PRODUCT MARKETING MANAGEMENT 1		7	\$78,195	\$77,523	\$0	\$69,578	\$79,456	\$85,000	\$0	71%	0%
UC	Manager, Events and Tradeshows	25%	3	\$48,140	\$51,105	\$42,210	\$46,658	\$51,105	\$55,553	\$60,000	0%	
PRI	Manager, Events and Tradeshows	20%	2	\$97,000	\$97,000	\$78,000	\$87,500	\$97,000	\$106,500	\$116,000	0%	_

Ī		% With	#	wtd.			25th	50th	75th		% with	average
	Survey Job Title	Position	Incumbents	Average	average	low	percentile	percentile	percentile	high	Bonus	bonus
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1055 Radford	SCIENTIST 5		57	\$140,182	\$141,498	\$107,608	\$125,230	\$135,040	\$150,595	\$180,720	60%	20%
UC	Principal Research Scientist	0%	0									
PRI	Principal Research Scientist	80%	58	\$140,362	\$147,923	\$101,500	\$144,314	\$151,547	\$163,606	\$171,750	0%	
1054 Radford	SCIENTIST 4		253	\$117,594	\$114,348	\$92,012	\$105,000	\$115,000	\$128,650	\$151,171	61%	17%
UC	Senior Research Scientist	0%	0									
PRI	Senior Research Scientist	100%	68	\$124,677	\$115,622	\$72,800	\$107,491	\$111,267	\$132,003	\$161,739	0%	
1053 Radford	SCIENTIST 3		426	\$99,767	\$97,398	\$77,918	\$91,800	\$99,288	\$107,377	\$123,770	64%	11%
UC	Research Scientist 3	0%	0									
PRI	Research Scientist 3	80%	65	\$83,233	\$90,149	\$58,460	\$77,167	\$86,728	\$100,168	\$123,320	0%	1
		T	1			T				1	,	
1052 Radford	SCIENTIST 2		448	\$88,443	\$84,819	\$68,203	\$81,097	\$88,420	\$95,345	\$107,793	75%	10%
1051 Radford	SCIENTIST 1		378	\$79,275	\$77,216	\$65,000	\$73,586	\$80,000	\$84,731	\$94,001	77%	8%
UC	Research Scientist 2	0%	0									
PRI	Research Scientist 2	80%	107	\$67,250	\$75,367	\$52,415	\$60,082	\$80,737	\$87,779	\$91,657	0%	
		1	1		1	1			1			
8053 Radford	MARKET RESEARCH ANALYST 3		35	\$90,354	\$80,680	\$60,422	\$88,212	\$93,000	\$98,515	\$101,764	89%	11%
UC	Marketing Analyst	0%	0									
PRI	Marketing Analyst	0%	0									
		1	1									
8052 Radford	MARKET RESEARCH ANALYST 2		17	\$68,255	\$65,555	\$0	\$61,512	\$69,575	\$76,025	\$0	65%	9%
UC	Marketing Communication Specialist	13%	12	\$51,297	\$51,297	\$51,297	\$51,297	\$51,297	\$51,297	\$51,297	0%	
PRI	Marketing Communication Specialist	0%	0									
0074 Badfand	EXECUTIVE ASSISTANT 4	1	85	\$74,820	¢74 474	\$62,192	\$69,570	¢74.000	\$79,924	¢00 220	58%	9%
9274 Radford					\$74,474	-		\$74,000		\$89,220	71%	
9273 Radford	EXECUTIVE ASSISTANT 3 Executive Assistant	2004	248	\$62,601	\$62,912	\$46,544	\$57,000	\$63,180	\$68,116	\$75,989		8%
UC		38%	16	\$41,665	\$44,626	\$38,884	\$38,884	\$42,292	\$47,498	\$40,025	0%	
PRI	Executive Assistant	90%	40	\$54,676	\$53,716	\$45,520	\$45,520	\$46,486	\$57,006	\$46,820	0%	
9264 Radford	ADMINISTRATIVE ASSISTANT 4		496	\$55,304	\$54,943	\$46,026	\$51,399	\$55,000	\$59,177	\$65,503	80%	6%
9264 Radford 9263 Radford	ADMINISTRATIVE ASSISTANT 3		369	\$47,887	\$46,856	\$37,470	\$43,830	\$47,500	\$52,098	\$58,691	75%	5%
UC UC	Admin Assistant	50%	2160	\$36,356	\$32,398	\$26,660	\$29,990	\$31,454	\$33,862	\$40,025	0%	370
PRI	Admin Assistant Admin Assistant	60%	59	\$41,782	\$32,398 \$41,935	\$37,808	\$39,092	\$41,954	\$44,191	\$46,820	0%	
FKI	namin noolotant	00 %	ÜÄ	φ41,/OZ	\$41,733	\$37,0U8	φ37,U7Z	\$41,704	\$44,171	\$40,0ZU	U 70	